

**EEOC TRAINING INSTITUTE**  
**Technical Assistance Training Seminar Agenda**  
**San Antonio, Texas**  
**July 20, 2006**

**Agenda Highlights:** The San Antonio Seminar is one of the best attended and highly rated EEOC Seminars in the country. Come see why! The focus of this year's Seminar is on practical applications. We will continue to train participants in the law, but won't stop there. We will be providing practical, real-world examples in our sessions so that participants will not only leave with an academic understanding of the law, but also with a real view of how the EEOC looks at different types of employment situations. EEOC presenters, along with the US Department of Labor, will be talking about how the Americans with Disabilities Act and the Family Medical Leave Act work together. A significant portion of that presentation will be devoted to walking through typical and not-so-typical employment scenarios. We will also take participants through real-world case studies into how the EEOC investigates hiring and discharge cases. Our new Director, Michael C. Fetzer, will discuss the EEOC's recent repositioning, and John Schmelzer, EEOC Attorney Advisor, will talk about the latest EEO court cases and what they mean to employers. Attorney, Frank Manitzas, will discuss the rapidly changing face of the Texas workforce, and Manny Gallegos, a highly sought after public speaker in the San Antonio area, will offer an engaging look at how we communicate. See you in July!

**7:30 a.m.            Registration**

**8:15 a.m.            Welcome & General Plenary Session**

**8:30 a.m.            EEOC Update**  
***Michael C. Fetzer, Director, Dallas District***

The EEOC recently underwent a repositioning. Hear from our District Director on how the repositioning affected the EEOC and how it will affect you.

**9:00 a.m.            Update of Latest EEO Court Cases**  
***John Schmelzer, Attorney Advisor, EEOC***

The federal courts continually change the EEO landscape through their decisions. Find out the latest from one of the most distinguished attorneys at the EEOC.

**10:15 a.m.          Break**

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**10:30 a.m.      The Americans with Disabilities Act and the Family Medical Leave Act**

So often these two laws seem in conflict. Listen to Sheila Ward-Reyes from the EEOC's San Antonio Office and Erica Holder from the US Department of Labor discuss how these two important statutes can and do work together. They will also jointly walk through several everyday examples to give you a better understanding of how these laws interact.

**12:00 p.m.      Lunch and Guest Speaker  
Are You Listening?  
*Manuel Gallegos, Owner, Manny G. Seminars***

Mr. Gallegos has both entertained and informed business audiences across the country for years. Hear his keenly humorous insights into how we can better communicate with each other.

**1:30 p.m.      Workforce and Discrimination Trends in South and Central Texas  
*Frank S. Manitzas, Attorney***

Increased trade, an expanding business base, and an ever changing workforce demographic. Find out from local attorney, Frank S. Manitzas, what challenges lay ahead for employers in south and central Texas. Mr. Manitzas, who has practiced law in south and central Texas for many years, has made a study of NAFTA, immigration, the recent influx of large employers into the area, and even the proposed Texas Corridor. Learn how these forces will shape employment for years to come.

**2:30 p.m.      Break**

**2:45 p.m.      Workshops A and B**

**3:45 p.m.      Workshops A and B**

**Workshop A: Case Study - Hiring**

From the theoretical to the practical: Every year attendees ask us for more information about how to conduct EEO investigations. This year we won't just tell attendees how to investigate EEO complaints, we'll show them. Learn from San Antonio Investigator, Norma Guzman, how the EEOC investigates hiring cases by following an investigation from beginning to end.

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**Workshop B: Case Study - Firing**

From the theoretical to the practical Part II: Learn from Enforcement Supervisor, Austin Jaycox, how the EEOC investigates discharge cases by following an investigation from beginning to end.

**4:45 p.m.      Open Forum - Question & Answer Session & Certificates**